



Adult Learning Certificate

The foundational course for those who teach and develop lifelong learners.

REGISTER



Certificate and badge



Live Online



14 hours



Aligned to Talent Development Capability Model™



Enterprise Team Training Available

Practices for successful adult learning differ greatly from those used for teaching children. By understanding the science behind how adults learn, as talent development and education professionals, we should optimize our learning and development initiatives to better meet outcomes and drive behavior change. To put it simply, this course will change the way you work and increase your impact.

This comprehensive certificate program introduces the key adult learning and cognitive science theories and demonstrates how instructional designers, facilitators, subject matter experts who train, and other practitioners can put them into practice to maximize learning impact. With this critical knowledge at your fingertips, you will be able to use adult learning principles to inform all aspects of your education and training initiatives, from needs assessments to developing learning content to engaging and motivating participants in and outside of the classroom. You will explore how the adult brain works, including information processing, cognitive load, and communication theories and how these can be deployed in a learning setting.

Earn the Adult Learning certificate and digital badge after:

- Attending all course sessions.
- Completing the Adult Learning capstone activities.

Show, share, and socialize your skills and achievements with ATD's digital badging program!

Successful participants of this program will earn the ATD Adult Learning certificate and digital badge.





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Derived From ATD Research, Backed by Our Capability Model

The ATD Adult Learning Certificate program illuminates the knowledge and skills, as defined by our research, that TD professionals must have to design, build, and facilitate learning with greater impact.

ATD's Adult Learning Certificate is unique in that it is based upon multiple capabilities within the Talent Development Capability Model™, including the learning sciences, instructional design, training delivery, technology application, and evaluating impact capabilities. The concepts covered in the course are reflected in the Talent Development Body of Knowledge (TDBoK™), the definitive resource for the talent development profession, covering 23 capability areas.

Why you should attend:

- Gain a comprehensive understanding of applying adult learning and cognitive science theory to help you improve your talent development efforts.
- See adult learning principles in action through ATD expert facilitation and course design and activities.
- Apply your learning through case studies, reflections, peer collaboration, and a personalized project.
- Earn an industry-recognized certificate, continuing education credits, and an ATD digital badge to share with your networks.

After this program you will be able to:

- Apply adult learning and cognitive science principles to real settings.
- Employ templates and tools to assess learning needs
- Evaluate learning content for adult learning and cognitive science principles.
- Implement methods that engage and motivate adult learners.
- Apply strategies for extending the classroom learning environment.
- Produce plans for supporting the transfer of learning.
- Create a plan to measure learning with the use of an evaluation model.
- Choose an appropriate technology to meet a particular need.
- Communicate learning concepts in alignment with communication principles.

Related Learning Opportunities:

ATD Master Trainer® Program

This unique assessment-based program has expert facilitators working closely with you to help you master all aspects of training delivery.

ATD Master Instructional Designer® Program

Prove your ability. Elevate your design. Develop impactful learning solutions.

Improving Human Performance Certificate

Enhance performance with a systematic and results-based approach, driven by business needs.

Measuring Return on Investment Certificate

Connect your learning investment to the business bottom line.



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COURSE OVERVIEW

Topic 1: Adult Learning: Theory to Practice

- Core Concepts of Adult Learning Lesson
- Adult Learning Theory and Principles
- **Activity 1-1: Adult Learning Across Theories**
- Moving from Theory to Practice
- **Activity 1-2: Six Principles in Action**
- **Capstone Self-Reflection**

Topic 2: Assessing Learning Needs

- How Do We Assess Learning Needs?
- **Activity 2-1: Choosing an Assessment Tool**
- Supporting Individual Learners
- **Activity 2-2: Learning Prioritization**
- **Capstone Activity 1: Consider This!**

Topic 3: Measuring Learning Results

- Evaluation and Feedback Exchange
- Commonly Used Evaluation Models
- **Activity 3-1: Kirkpatrick and Adult Learning**
- **Capstone Self-Reflection**

Topic 4: Developing Learning Content

- Learning Content Considerations
- **Activity 4-1: Learning Technology Tools**
- Principles and Presentation
- **Activity 4-2: What's Wrong?**
- **Capstone Activity 2: Analyze Your Event**

Topic 5: Motivation and Engagement

- Engage Adult Learners
- **Activity 5-1: Elements of Engagement and Interaction**
- Influencing Motivation
- **Activity 5-2: Sustaining Engagement**
- **Capstone Activity 3: Make a Change!**

Topic 6: Extending the Classroom

- Options for Learning Beyond the Traditional Classroom
- **Activity 6-1: Extend Your Understanding Jigsaw**
- Selecting Learning Options Based on Learning Needs
- **Activity 6-2: Needs-Based Learning Categories**
- Connecting and Engaging Beyond the Classroom
- **Activity 6-3: Application in Extending the Classroom**
- **Capstone Self-Reflection**

Topic 7: Applying Learning in the Workplace

- The Relationship Between Learning and Application
- **Activity 7-1: Informal Learning – Transfer Success Criteria**
- What Are the Tools and Strategies for Promoting the Application of Learning?
- **Capstone Self-Reflection**
- **Capstone Activity 4: All About Transfer**



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Additional Tools and Resources

- Adult Learning Checklist
- Bloom's Revised Taxonomy Examples
- Creating Effective Questions Tip Sheet
- Engaging the Learner Checklist
- Evaluation Model: Kirkpatrick
- Evaluation Model: ROI
- Evaluation Model: ROE
- Key Adult Learning Theory Concepts and Application Tips
- Key Characteristics of Learning Development Models
- Learning Assessment Tools: Advantages and Risks
- Learning Needs Sample Questions
- Learning Options
- Learning Technology Tools
- Learning Transfer Worksheet
- The ROPES Model
- Tips for Developing Learning Content
- What Does Learner Engagement Look Like?

What Participants Are Saying

“This program provides the science behind practices that we pickup along the way. It gives a holistic idea about all the essential elements in the talent development field with practical examples and scenarios. This program is the perfect starting point for anyone who is interested in the talent development field or is what we call 'an accidental trainer.' ”

—Aya Medhat, CPTD
ATD Facilitator and TD Professional



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RESOURCE SAMPLE

Adult Learning Checklist

How will you know if a learning opportunity satisfies the six principles of andragogy? Use this checklist to evaluate it.

Need to Know (Relevance)

Describes the relevance for the learner

Relates to skills that a learner needs to acquire

Learner's Self-Concept (Learner Controlled)

Includes at least one self-directed experience

Provides options for individuals to direct the order of their learning

Role of Learner's Experience (Respect Prior Experience)

Draws examples from the learners' prior experiences

Allows learner to self-assess learning gaps

Readiness to Learn (Timely)

Provides a chance for learners to take the next steps in their roles

Contains information that can be used in the next 30 days

Orientation to Learning (Scenario- or Case-Based)

Connects with participants' roles

Provides scenarios or examples related to the learner's interests or real-world

Motivation (Self-Motived)

Highlights how learning can help learners achieve job satisfaction

Activities that engage learners on an emotional or intellectual level

Incorporates the value of trial-and-error strategy and does not penalize learners for failing



Why Choose ATD as Your Professional Development Resource?

During the last 75 years, our mission has been to empower talent development professionals with the knowledge and skills they need to be successful and remain competitive. We accomplish this by providing learning that sticks and leads to measurable results in your on-the-job performance.

What You Can Expect From an ATD Course

- ✓ Research- and competency-based learning with applied adult learning principles
- ✓ Hands-on practical activities
- ✓ An engaging environment that builds confidence and makes learning personally relevant
- ✓ Actionable take-home materials to ensure real application back at work

95+ 
Course Topics

900+ 
Organizations Have Trained With Us

120+ 
Countries With an ATD Presence

150,000+ 
Professionals Have Learned With ATD Education

Ready to Get Started?



Register by Phone or Get a Consultation

Not sure what to take? Call a professional development specialist to help you enroll. They can give you course recommendations based on your learning goals and your role.

Call: **855.404.2783**

Visit: td.org/AdultLearningCert



Register Online

- Visit td.org/AdultLearningCert
- **Choose** your preferred dates and times.
- **Click** Enroll.
- **Follow** the cart and checkout prompts.



Register a Team/ On-Site Training

Interested in bringing a course to your company as an on-site learning event?

Call: **888.816.7813**

Email: enterprise@td.org

We Are Here to Help You and Your Team Learn, Grow, and Improve!